

8. Whistleblowing Policy

Safeguarding the welfare of children

POLICY STATEMENT

The Preschool is committed to maintaining the highest possible standards of openness, reflective practice and accountability. In line with this commitment we expect employees, and others that we deal with, who have serious concerns about any aspect of the Preschool's work to come forward and voice those concerns. We expect our staff to act in a professional manner at all times.

WHISTLEBLOWING

Whistle blowing encourages and enables employees to raise serious concerns within the Preschool rather than overlooking a problem or 'blowing the whistle' outside. Employees are often the first to realise that there is something seriously wrong with another colleague or aspect of the setting. However, they may not express their concerns as they feel that speaking up would be disloyal to their colleagues or to the Preschool setting. Staff may also fear harassment or victimisation. In these circumstances it may be easier to ignore the concern rather than report what may just be a suspicion of malpractice.

THIS POLICY

This policy is intended to encourage Bluebells Preschool employees (paid and volunteer), students and others to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events, behaviours or practices without retribution. It is recognised that most cases will have to proceed on a confidential basis.

WHISTLEBLOWING PROCEDURE

At the earliest opportunity the Whistleblower should promptly report the suspected or actual event to the Manager or the designated safeguarding officer, or a member of the Safeguarding team. In the event of a concern being raised against the Preschool Manager Concerns are to be raised with a member of the Safeguarding team, SPOC (Single point of Contact) who may refer to the LADO (Local Authority Designated Officer). Such concerns should always be logged with Ofsted.

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Signed

Stacey Humphrey

(PreSchool Manager)

